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ABSTRACT

This is the last of a series of four bulletins which provide salary guide and fringe benefit information relative to noncertified personnel in New Jersey's 604 school districts. The major portion of the document is given over to an analysis of the data contained in the three previous bulletins. This volume also provides an index to those bulletins. To refer to these bulletins see ED 071 177-78 and EA 005 238. The analysis synthesizes the data provided in the previous three bulletins. It takes the form of 11 tables that contain (1) district distributions by county and by group; (2) the means of salary guide minimums and maximums for selected office personnel; (3) the means of guide minimums and maximums by enrollment groups for some of these same groups of personnel; (4) a report by enrollment group average increment and mean number, or mean percentage for various kinds of days off; and (5) reports of hospitalization, uniform compensation, and license benefits. (EA)

Division of Special Services

More Complete Information for Better Board Decisions

Bulletin No. 4 Series 1972-73 **INDEX & ANALYSIS**

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SALARY GUIDES & FRINGE BENEFITS for NON-CERTIFIED PERSONNEL

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2-4 Cafeteria Personnel

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New Jersey School Boards Association

SALARY GUIDES AND FRINGE BENEFITS

FOR

NON-CERTIFIED PERSONNEL

1972-73

BULLETIN NO. IV

MANAGEMENT INFORMATION

RESEARCH ASSOCIATE..... Dr. Margaret Yaure

RESEARCH ASSISTANT (PROJECT DIRECTOR) ..... Linda L. Morton

PROJECT ASSISTANT ..... Judith Leopardi

PROJECT SECRETARY ..... Theresa A. Ritardi

DIVISION OF LABOR RELATIONS

ASSISTANT DIRECTOR ..... Ian Ronald Horen

SECRETARY ..... Theresa A. Ritardi

NEW JERSEY

SCHOOL BOARDS ASSOCIATION

P. O. BOX 909

TRENTON, NEW JERSEY 08605

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INTRODUCTION

The outstanding features of the 1972-73 Bulletin Series on Salary Guides and Fringe Benefits for Non-Certified Personnel are the new over-all change in format and the inclusion of ten and eleven month personnel along with those who work a twelve month period.

In the first case, in order to hasten the reporting of figures as they were received, each of the three Bulletins included Office and Attendance Personnel (2-1), Maintenance and Operations Personnel (2-2), Transportation Personnel (2-3), and Cafeteria Personnel (2-4) for whichever districts had reported in. In addition, Bulletin 3 contains non-responding and non-operating districts. Bulletin 4 contains the analysis for the complete Series and the index to the three reporting Bulletins.

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TYPE OF DATA

Salary guides and fringe benefits were collected by questionnaire and from copies of guides, policies, and negotiated agreements. The district distributions are shown in Tables I (by county) and II (by enrollment group). These tables show the numbers and percentages of responding districts and the numbers and percentages of responding districts which reported salary guides and/or fringe benefits for office and attendance personnel, maintenance and operations personnel, transportation personnel, and cafeteria personnel.

RESULTS AT A GLANCE

Of the 581 operating districts, 408 or 70% responded to the survey in time for analysis. Two additional responses were received but not included in the analysis. 95% (389/408) of the responding districts reported staff for office and attendance personnel, 96% (392/408) for maintenance, 56% (230/408) for transportation, and 65% (263/408) for cafeteria personnel.

ANALYSIS

Tables III contain the means of salary guide minimums and maximums for selected office personnel. These groups were selected on the basis of size and amount of information. Tables IV report means of guide minimums and maximums by enrollment groups for some of these same groups of personnel. Tables V through VIII report by enrollment group average increment and mean number, or mean percentage for various kinds of days off. Hospitalization, uniform compensation, and license benefits are reported in Tables IX through XI.

ENROLLMENT GROUP

In the tables and in the district listings, districts are designated as Enrollment Groups I, II, III, IV, and V. Group I signifies elementary districts, K-6, regardless of the size of enrollment. Group II includes districts having grades from kindergarten through twelve (12), with enrollment under 3000 pupils. Group III are K-12 districts with enrollment between 3000 and 5999 pupils. Group IV districts include K-12 districts with enrollments of 6000 or more students. Secondary school districts are designated as Group V.

TABLE I

DISTRIBUTION OF DISTRICTS BY COUNTY

COUNTY	TOTAL OPERATING DISTRICTS	RESPONDING DISTRICTS	PERCENTAGE OF RESPONDING DISTRICTS	OFFICE		MAINTENANCE-OPERATIONS		TRANSPORTATION		CAFETERIA	
				RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF
ATLANTIC	25	19	76	19	100	18	95	9	47	13	68
BERGEN	74	57	77	57	100	56	98	29	51	36	63
BURLINGTON	44	27	61	24	89	27	100	21	78	24	89
CAMDEN	38	22	58	22	100	22	100	10	46	12	55
CAPE MAY	16	13	81	11	85	13	100	7	54	10	77
CUMBERLAND	15	6	40	4	67	4	67	2	33	4	67
ESSEX	22	16	73	16	100	16	100	5	31	12	75
GLOUCESTER	28	21	75	21	100	20	95	16	76	16	76
HUDSON	13	7	54	7	100	7	100	5	71	4	57
HUNTERDON	29	25	86	21	84	21	84	14	56	15	60
MERCER	10	10	100	10	100	9	90	7	70	8	80
MIDDLESEX	25	16	64	16	100	16	100	11	69	9	56
MONMOUTH	52	39	75	38	97	38	97	21	54	17	44
MORRIS	40	30	75	29	97	30	100	18	60	21	70
OCEAN	28	25	89	23	92	23	92	19	76	15	60
PASSAIC	20	9	45	8	89	8	89	3	33	4	44
SALEM	14	8	57	8	100	8	100	6	75	6	75
SOMERSET	19	13	68	12	92	12	92	6	46	8	62
SUSSEX	23	14	61	13	93	14	100	4	29	8	57
UNION	23	16	70	16	100	16	100	7	44	10	63
WARREN	23	15	65	14	93	14	93	10	67	11	73
TOTALS	581	408	70	389	95	392	96	230	56	263	65

TABLE II

DISTRIBUTION OF DISTRICTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	TOTAL OPERATING DISTRICTS	RESPONDING DISTRICTS	PERCENTAGE OF RESPONDING DISTRICTS	OFFICE		MAINTENANCE-OPERATIONS		TRANSPORTATION		CAFETERIA	
				RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF	RESPONDING DISTRICTS REPORTING STAFF	PERCENTAGE OF RESPONDING DISTRICTS REPORTING STAFF
I	317	229	72	212		217	68	112	49	133	58
II	73	51	70	51	100	51	100	27	53	38	75
III	71	50	70	49		50	100	39	78	41	82
IV	55	36	65	36	100	36	100	30	83	27	75
V	63	42	67	42	100	40	95	23	55	25	60
TOTAL	581*	408	70	390	96	394	97	239	59	264	65

* 2 Districts not included in Enrollment Group breakdown:

Union County Educational Services
North Hudson Jointure Commission

TABLE II-a
(2-1)

DISTRIBUTION OF DISTRICTS REPORTING ATTENDANCE PERSONNEL
BY COUNTY AND ENROLLMENT GROUP

COUNTY	I	II	III	IV	V	TOTAL
ATLANTIC	-	-	-	1	-	1
BERGEN	-	1	3	-	1	5
BURLINGTON	1	-	-	-	2	3
CAMDEN	1	-	-	-	-	1
CAPE MAY	5	1	-	-	-	6
CUMBERLAND	-	-	-	1	-	1
ESSEX	-	-	-	-	-	-
GLOUCESTER	-	-	-	-	-	-
HUDSON	-	-	-	-	-	-
HUNTERDON	-	-	-	-	1	1
MERCER	-	-	-	1	-	1
MIDDLESEX	-	-	-	-	-	-
MONMOUTH	3	-	-	-	1	4
MORRIS	2	-	-	-	-	2
OCEAN	1	-	-	1	1	3
PASSAIC	-	-	-	-	-	-
SALEM	1	-	1	-	-	2
SOMERSET	-	-	1	-	-	1
SUSSEX	1	-	-	-	1	2
UNION	1	-	-	-	-	1
WARREN	1	-	-	-	-	1
TOTAL	17	2	5	4	7	35

390 districts reported staff under the 2-1 Office Personnel and Attendance Personnel category. 35 or 9% of the 390 districts reported salary guides and/or fringe benefits for Attendance Personnel.

TABLE III-a
(2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR SECRETARY TO SUPERINTENDENT

COUNTY	12 MONTHS MINIMUM	(*)	MAXIMUM	11 MONTHS MINIMUM	(*)	MAXIMUM	10 MONTHS MINIMUM	(*)	MAXIMUM
ATLANTIC	$4526	6	$6894		0			0	
BERGEN	6098	28	8609	5561	2	7823		0	
BURLINGTON	5350	7	7417		0			0	
CAMDEN	4888	7	7123		0		2500	1	4800
CAPE MAY	4700	2	7050		0			0	
CUMBERLAND		0			0			0	
ESSEX	5683	6	9213		0			0	
GLOUCESTER	4649	5	5490		0			0	
HUDSON	6611	1	8697		0		4100	1	10400
HUNTERDON	4420	1	6240		0			0	
MERCER	7450	2	10475		0			0	
MIDDLESEX	6168	4	9138		0		3400	1	5650
MONMOUTH	4837	7	7602		0		5663	2	7630
MORRIS	5754	11	8453		0			0	
OCEAN	4849	12	7363		0			0	
PASSAIC	5224	5	7792		0			0	
SALEM	5802	2	8022		0			0	
SOMERSET	6030	7	7992		0			0	
SUSSEX	5174	5	7518		0			0	
UNION	6821	8	9259		0		4463	1	5600
WARREN	5050	2	7200		0			0	
STATE AVERAGE	5504		7877	5561		7823	4025		6816

* Number salary guides used to calculate mean

TABLE III-b (2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR SECRETARY TO HIGH SCHOOL PRINCIPAL

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	4059	3	6116		0			0	
BERGEN	5680	20	8165	5908	1	7749	4784	1	6029
BURLINGTON	4912	4	6807		0			0	
CAMDEN	4613	4	6525		0			0	
CAPE MAY	4600	1	6800		0			0	
CUMBERLAND		0			0			0	
ESSEX	5566	4	8948		0		5570	1	9170
GLOUCESTER	4183	3	6033		0			0	
HUDSON	6194	1	8104		0			0	
HUNTERDON	4460	2	7020		0			0	
MERCER	5170	1	8245		0			0	
MIDDLESEX	4958	2	7927		0			0	
MONMOUTH	5110	7	7337		0			0	
MORRIS	5022	5	7416		0			0	
OCEAN	4400	5	6700		0			0	
PASSAIC	5100	2	7500		0			0	
SALEM	5958	1	7278	4015	1	6490		0	
SOMERSET	5875	4	7663	5256	1	7478	4167		4774
SUSSEX	4913	3	6823		0			0	
UNION	5620	3	8212	5290	1	7593		0	
WARREN	4150	2	7100		0			0	
STATE AVERAGE	5027		7336	5117		7328	4840		6658

* Number of salary guides used to calculate mean

TABLE III-c (2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR SECRETARY TO ELEMENTARY SCHOOL PRINCIPAL

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	4010	2	5718		0			0	
BERGEN	5179	10	7614		0		4599	10	6619
BURLINGTON	4488	4	6181	3800	2	5300	4000	1	6100
CAMDEN	3978	3	5922		0		3466	5	4673
CAPE MAY	5381	1	6225		0		4600	1	6800
CUMBERLAND		0			0		3400	1	4200
ESSEX	5370	1	8970		0		4161	6	6673
GLOUCESTER	4013	4	5925		0		2850	2	4250
HUDSON		0			0			0	
HUNTERDON	3258	2	5903		0			0	
MERCER	4990	1	7555		0			0	
MIDDLESEX	4952	4	7642		0		3400	1	5650
MONMOUTH	4582	9	7249		0			0	
MORRIS	5050	6	7204		0		3631	4	5157
OCEAN	4362	4	6766		0		2400	1	3750
PASSAIC	4625	2	6850		0			0	
SALEM	5958	1	7278	4015	1	6490		0	
SOMERSET	5177	5	7161	5028	1	6928	4492	2	6539
SUSSEX	4592	3	6478		0			0	
UNION	5543	3	8092		0		4743	3	6556
WARREN	4150	2	7100		0		2200	1	3700
STATE AVERAGE	4718		6939	4281		6239	3688		5436

* Number of salary guides used to calculate mean

TABLE III-d
(2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR SECRETARY TO BOARD SECRETARY/BUSINESS MANAGER

COUNTY	MINIMUM	12 MONTHS (*)	MAXIMUM
ATLANTIC	4509	4	7060
BERGEN	5668	21	8257
BURLINGTON	5348	5	7773
CAMDEN	5055	4	6993
CAPE MAY	7000	1	10600
CUMBERLAND		0	
ESSEX	5414	2	9260
GLOUCESTER	4075	2	5750
HUDSON		0	
HUNTERDON	4420	1	6240
MERCER		0	
MIDDLESEX	5646	4	8371
MONMOUTH	5313	4	7392
MORRIS	5385	6	7622
OCEAN	4862	5	7157
PASSAIC	4500	1	7200
SALEM	6648	1	7968
SOMERSET	5651	4	7819
SUSSEX	4768	2	7008
UNION	6039**	1**	7113**
WARREN		0	
STATE AVERAGE	5266		7654

* Number of salary guides used to calculate mean
** 11 month figure not included in table State Average

TABLE III-e
(2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR ALL OTHER SECRETARIES

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	3949	7	6029		0		3650	1	5080
BERGEN	5536	53	7824	5045	4	6942	4722	12	6725
BURLINGTON	4655	9	6593	4000	1	5200	3893	4	5848
CAMDEN	4105	7	6171		0		3900	1	6000
CAPE MAY	4475	2	6575	4500	1	7000		0	
CUMBERLAND		0			0			0	
ESSEX	5345	15	8369		0		4171	9	6595
GLOUCESTER	4009	10	6050		0		2900	1	4300
HUDSON		0			0		4100	1	7437
HUNTERDON	4880	5	7143		0		3900	1	7000
MERCER	5696	17	8039		0		4154	1	6193
MIDDLESEX	5507	19	7943	5160	1	6160	3400	1	5650
MONMOUTH	4657	13	6934		0		4017	3	6218
MORRIS	4771	24	7259		0		3867	7	5725
OCEAN	4278	9	6094	3450	1	6000	3597	2	5647
PASSAIC	5552	3	7925	5672	2	8263	4715	2	6226
SALEM	5355	3	7135		0			0	
SOMERSET	5668	7	7503	5408	2	7045	5010	2	7020
SUSSEX	4548	4	6038	3877	3	6073	3630	2	4822
UNION	5675	14	7777		0		4260	6	6060
WARREN	3900	1	7000		0		3900	1	6500
STATE AVERAGE	4872		7074	4639		6585	3988		6058

* Number of salary guides used to calculate mean

TABLE III-f
(2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR BOOKKEEPER

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	4317	2	6689		0			0	
BERGEN	5703	13	8228	5908	1	7749		0	
BURLINGTON		0			0			0	
CAMDEN	4725	2	6625		0			0	
CAPE MAY		0			0			0	
CUMBERLAND		0			0			0	
ESSEX	5444	4	9012		0		5572	1	9170
GLOUCESTER	4260	4	6183		0			0	
HUDSON	5200	1	8539		0			0	
HUNTERDON		0			0			0	
MERCER	5193	3	8032		0			0	
MIDDLESEX	5731	6	8423		0			0	
MONMOUTH	4715	4	7092		0			0	
MORRIS	5058	4	8065		0			0	
OCEAN	4831	5	6918		0			0	
PASSAIC		0			0			0	
SALEM		0			0			0	
SOMERSET	5566	4	7516		0			0	
SUSSEX	4928	2	6933		0			0	
UNION	5704	5	8145		0			0	
WARREN		0			0			0	
STATE AVERAGE	5098		7600	5908		7749	5572		9170

* Number of salary guides used to calculate mean.

TABLE III-g (2-1)

MEANS FOR SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR ALL OTHER ACCOUNTING PERSONNEL

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	4063	2	6123		0			0	
BERGEN	5749	7	7669		0		3490	1	5290
BURLINGTON	3700	1	5800		0			0	
CAMDEN		0			0			0	
CAPE MAY		0			0			0	
CUMBERLAND		0			0			0	
ESSEX	5537	2	8521		0			0	
GLOUCESTER	4210	1	6010		0			0	
HUDSON	5636	2	7314		0			0	
HUNTERDON	5130	2	6913		0			0	
MERCER	7250	1	9700		0			0	
MIDDLESEX	4500	1	7600	5655	1	7651		0	
MONMOUTH	4775	1	6975		0			0	
MORRIS	5450	1	7450		0			0	
OCEAN	5158	2	6916		0			0	
PASSAIC		0			0			0	
SALEM		0			0			0	
SOMERSET	4800	1	6488		0			0	
SUSSEX		0			0			0	
UNION	5325	1	7925		0			0	
WARREN		0			0			0	
STATE AVERAGE	5092		7243	5655		7651	3490		5290

* Number of salary guides used to calculate mean

TABLE III-h
(2-1)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR ALL CLERKS

	12 MONTH			11 MONTH			10 MONTH		
COUNTY	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM	MINIMUM	(*)	MAXIMUM
ATLANTIC	3683	3	5896		0		4660	2	5160
BERGEN	5057	33	7408	5908	1	7749	4308	10	5959
BURLINGTON	4771	5	6379		0		3876	4	4936
CAMDEN	4584	8	6476		0		3285	2	5010
CAPE MAY	4200	1	6400		0		4200	1	6400
CUMBERLAND	4699	5	6116		0		3100	1	3900
ESSEX	5155	12	8214		0		4131	8	6592
GLOUCESTER	3985	3	5766		0		3271	2	4628
HUDSON	4625	4	7095		0		4650	2	7552
HUNTERDON		0			0			0	
MERCER	4515	7	6697		0		3114	2	4646
MIDDLESEX	5172	11	7304	4883	2	5882	4193	3	5979
MONMOUTH	4301	10	6368		0		3784	6	5306
MORRIS	4763	5	6512		0		3380	5	5280
OCEAN	4223	15	6099		0		3732	5	5695
PASSAIC	5036	2	6841		0			0	
SALEM	4110	1	6000		0		3425	1	5000
SOMERSET	4778	8	6495	4334	3	5695	4521	2	5844
SUSSEX	4365	3	6275		0			0	
UNION	5149	8	7067		0		4016	3	5781
WARREN		0			0			0	
STATE AVERAGE	4588		6600	5042		6442	3862		5510

* Number of salary guides used to calculate mean

TABLE III-i
(2-1)

SALARY AND SALARY GUIDE INFORMATION FOR ATTENDANCE PERSONNEL BY COUNTY AND ENROLLMENT GROUP

COUNTY	I	II	III	IV	V
ATLANTIC				3650/5080	
BERGEN		6450	7490/9495 100/yr.		5450/6450
BURLINGTON	200*				5200/6400* 3962/4700*
CAMDEN					
CAPE MAY	200 950*				
CUMBERLAND				3600/4300*	
ESSEX					
GLOUCESTER					
HUDSON					
HUNTERDON					20/day*
MERCER				13200/15900*	
MIDDLESEX					
MONMOUTH	2745* 1000/1250*				4775/6975
MORRIS	125* 210*				
OCEAN	200*			5470/7227*	500*
PASSAIC					
SALEM			5/day*		
SOMERSET	8305/9505				
SUSSEX	120/yr.*				7700/12500*
UNION	1075*				
WARREN					

* 10 month employment
Note: No totals or means are reported in the above chart. To do so would be to distort the statistics. The chart shows actual salaries or salary guides by county and enrollment group.

TABLE III-j
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR SUPERINTENDENT OF BUILDINGS AND GROUNDS

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC		0	
BERGEN	9088	2	13190
BURLINGTON		0	
CAMDEN	11000	1	15500
CAPE MAY		0	
CUMBERLAND		0	
ESSEX	6950	2	10624
GLOUCESTER		0	
HUDSON	9851	1	11309
HUNTERDON		0	
MERCER		0	
MIDDLESEX	9000	1	11600
MONMOUTH		0	
MORRIS		0	
OCEAN	8373	1	10716
PASSAIC		0	
SALEM		0	
SOMERSET	8510	1	11910
SUSSEX	7807	1	8862
UNION		0	
WARREN		0	
STATE AVERAGE	8822		11714

* Number of salary guides used to calculate mean

TABLE III-k
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR HEAD MAINTENANCE MEN

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC		0	
BERGEN	8325	11	10325
BURLINGTON	7395	2	10430
CAMDEN	8500	1	11550
CAPE MAY		0	
CUMBERLAND	9500	1	10260
ESSEX	8001	4	11018
GLOUCESTER		0	
HUDSON	6849	3	9721
HUNTERDON	7050	1	10600
MERCER	7861	2	9162
MIDDLESEX	6050	1	8450
MONMOUTH		0	
MORRIS	7557	4	10472
OCEAN	7484	2	9632
PASSAIC	7809	1	9519
SALEM	8007	1	9444
SOMERSET	7505	5	10307
SUSSEX		0	
UNION	8243	5	10385
WARREN		0	
STATE AVERAGE	7742		10085

* Number of salary guides used to calculate mean

TABLE III-1
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR MAINTENANCE MEN

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC	6100	1	7450
BERGEN	7324	29	9144
BURLINGTON	5893	5	7695
CAMDEN	6043	11	7932
CAPE MAY		0	
CUMBERLAND		0	
ESSEX	6862	10	9697
GLOUCESTER	5488	5	6994
HUDSON	6282	3	8602
HUNTERDON		0	
MERCER	6897	11	8473
MIDDLESEX	7108	11	8905
MONMOUTH	6649	10	8842
MORRIS	6779	14	9082
OCEAN	6176	5	8027
PASSAIC	6727	3	8848
SALEM	6921	1	8348
SOMERSET	6804	2	9000
SUSSEX	5825	2	7351
UNION	6675	15	8626
WARREN		0	
STATE AVERAGE	6503		8413

* Number of salary guides used to calculate mean

TABLE III-m
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR HEAD BUILDING CUSTODIAN (HIGH SCHOOL)

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC	6133	3	8525
BERGEN	7550	34	9565
BURLINGTON	6006	10	7599
CAMDEN	6642	9	8983
CAPE MAY	4863	1	6340
CUMBERLAND	5400	1	8040
ESSEX	7287	14	9882
GLOUCESTER	5762	3	7349
HUDSON	7407	3	9604
HUNTERDON	6860	4	8532
MERCER	7547	10	9265
MIDDLESEX	7545	10	9151
MONMOUTH	6297	12	8332
MORRIS	7310	8	9728
OCEAN	6344	7	8725
PASSAIC	6613	6	9134
SALEM		0	
SOMERSET	6679	6	8875
SUSSEX	7103	5	8487
UNION	7632	12	9983
WARREN		0	
STATE AVERAGE	6683		8742

* Number of salary guides used to calculate mean

TABLE III-n
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR HEAD BUILDING CUSTODIAN (ELEMENTARY)

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC		0	
BERGEN	7222	18	9342
BURLINGTON	5480	4	7485
CAMDEN	6096	2	7836
CAPE MAY		0	
CUMBERLAND		0	
ESSEX	7296	8	9623
GLOUCESTER	6350	2	8200
HUDSON	5861	3	8568
HUNTERDON	6809	3	8976
MERCER		0	
MIDDLESEX	7640	4	9115
MONMOUTH	6087	8	8364
MORRIS	6503	3	9383
OCEAN		0	
PASSAIC	6746	3	9104
SALEM		0	
SOMERSET	6258	2	8256
SUSSEX	7900	1	8500
UNION	7103	7	8997
WARREN		0	
STATE AVERAGE	6668		8696

* Number of salary guides used to calculate mean

TABLE III-o
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR CUSTODIANS

12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC	4688	8	6344
BERGEN	6673	59	8457
BURLINGTON	5426	18	7098
CAMDEN	5220	21	7124
CAPE MAY	4953	5	7068
CUMBERLAND	4869	3	6022
ESSEX	6398	18	8562
GLOUCESTER	5308	10	6946
HUDSON	5728	6	7338
HUNTERDON	5777	6	7745
MERCER	6200	24	8066
MIDDLESEX	5958	18	7683
MONMOUTH	5738	25	7729
MORRIS	5742	18	7945
OCEAN	5611	10	7679
PASSAIC	6027	8	7835
SALEM	5682	1	7109
SOMERSET	5820	7	7584
SUSSEX	5798	9	7748
UNION	6407	18	8341
WARREN	5796	5	7323
STATE AVERAGE	5706		7512

* Number of salary guides used to calculate mean

TABLE III-p
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR MATRONS

10 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC	3794	6	5341
BERGEN	4334	10	5513
BURLINGTON	3269	2	4224
CAMDEN	3088	3	4350
CAPE MAY		0	
CUMBERLAND		0	
ESSEX	3634	1	4280
GLOUCESTER	3615	2	4725
HUDSON	2800	1	4307
HUNTERDON		0	
MERCER		0	
MIDDLESEX		0	
MONMOUTH	4600	1	5900
MORRIS		0	
OCEAN	3751	2	5052
PASSAIC		0	
SALEM		0	
SOMERSET		0	
SUSSEX		0	
UNION	4368	4	5393
WARREN		0	
STATE AVERAGE	3725		4909

* Number of salary guides used to calculate mean

TABLE III-q
(2-3)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR DIRECTOR OF TRANSPORTATION
12 MONTH POSITION

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC	7875	1	10950
BERGEN	8493	2	9733
BURLINGTON	5818	2	6770
CAMDEN	8703	2	11853
CAPE MAY		0	
CUMBERLAND		0	
ESSEX		0	
GLOUCESTER		0	
HUDSON		0	
HUNTERDON	7050	1	10600
MERCER	8250	2	9750
MIDDLESEX		0	
MONMOUTH		0	
MORRIS	9550	1	12550
OCEAN		0	
PASSAIC		0	
SALEM		0	
SOMERSET		0	
SUSSEX		0	
UNION		0	
WARREN		0	
STATE AVERAGE	7963		10315

* Number of salary guides used to calculate mean

TABLE III-r
(2-3)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR BUS DRIVERS

COUNTY	12 MONTH MINIMUM	(*)	MAXIMUM	10 MONTH MINIMUM	(*)	MAXIMUM	HOURLY POSITION MINIMUM	(*)	MAXIMUM
ATLANTIC		0			0		2.55	1	3.50
BERGEN	7126	4	8628		0		3.15	3	3.85
BURLINGTON	2490	7	3335		0		2.95	5	3.93
CAMDEN		0		2750	1	3950	2.93	2	4.24
CAPE MAY	2969	3	3541	4140	1	4865		0	
CUMBERLAND	5000	1	7075		0			0	
ESSEX	6000	1	8200		0		2.25	2	3.20
GLOUCESTER	1654	1	1985		2		3.06	6	3.63
HUDSON	7789	1	9012	5000	1	7287		0	
HUNTERDON	2300	1	2500	2050	2	2862	4.25	1	5.00
MERCER	6050	2	7750		0		2.97	3	3.53
MIDDLESEX		0		3600	1	4200	2.79	2	3.04
MONMOUTH	3462	8	4161	3825	2	5563	2.84	9	3.61
MORRIS	3278	3	3778		0		3.46	3	4.06
OCEAN	4494	6	5983	2763	8	3820		0	
PASSAIC		0			0		3.12	1	3.57
SALEM		0		1050	1	4400	3.04	2	3.35
SOMERSET		0		4250	1	5151		0	
SUSSEX	7807	1	8862		0		3.72	2	3.72
UNION	6425	3	8258		0		2.82	2	3.32
WARREN		0			0			0	
STATE AVERAGE	4775		5933	3270		4678	3.06		3.70

* Number of salary guides used to calculate mean

TABLE III-s
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR DIRECTOR OF CAFETERIA

COUNTY	MINIMUM	(*)	MAXIMUM
ATLANTIC		0	
BERGEN	8600	1	14330
BURLINGTON		0	
CAMDEN		0	
CAPE MAY		0	
CUMBERLAND		0	
ESSEX	8500	2	10958
GLOUCESTER		0	
HUDSON		0	
HUNTERDON		0	
MERCER		0	
MIDDLESEX		0	
MONMOUTH		0	
MORRIS		0	
OCEAN		0	
PASSAIC	7442	1	8899
SALEM		0	
SOMERSET		0	
SUSSEX		0	
UNION		0	
WARREN		0	
STATE AVERAGE	8181		11396

* Number of salary guides used to calculate mean

TABLE III-t
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR BUILDING CAFETERIA MANAGER - HIGH SCHOOL

COUNTY	YEARLY MINIMUM	YEARLY (*)	YEARLY MAXIMUM	HOURLY MINIMUM	HOURLY (*)	HOURLY MAXIMUM
ATLANTIC	5000	1	6000		0	
BERGEN	8425	1	11925	2.52	4	3.51
BURLINGTON	3550	2	4755		0	
CAMDEN	3000	1	4000		0	
CAPE MAY		0			0	
CUMBERLAND		0			0	
ESSEX	2610	2	4415	2.40	1	3.40
GLOUCESTER	4200	1	5200		0	
HUDSON		0			0	
HUNTERDON		0			0	
MERCER	3524	9	4450		0	
MIDDLESEX	3692	2	5083		0	
MONMOUTH	4200	1	4600		0	
MORRIS	7455	1	11555	2.30	1	3.00
OCEAN		0			0	
PASSAIC	3850	1	4858		0	
SALEM		0			0	
SOMERSET	4760	1	6415	2.94	2	3.54
SUSSEX		0			0	
UNION	4133	3	6078		0	
WARREN	3200	1	5200		0	
STATE AVERAGE	4310		6038	2.54		3.36

* Number of salary guides used to calculate mean

TABLE III-u
(2-4)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR BUILDING CAFETERIA MANAGER - ELEMENTARY SCHOOL

COUNTY	YEARLY MINIMUM	YEARLY (*)	YEARLY MAXIMUM	HOURLY MINIMUM	HOURLY (*)	HOURLY MAXIMUM
ATLANTIC	4150	2	5150		0	
BERGEN	4150	2	6200	3.08	4	3.69
BURLINGTON	3418	5	4840		0	
CAMDEN		0			0	
CAPE MAY	2690	1	3534		0	
CUMBERLAND		0			0	
ESSEX	2700	1	3900		0	
GLOUCESTER		0			0	
HUDSON		0			0	
HUNTERDON		0			0	
MERCER	3641	4	4511		0	
MIDDLESEX	2605	2	3461		0	
MONMOUTH	3575	2	4925	2.20	1	2.70
MORRIS		0			0	
OCEAN	4361	3	6099		0	
PASSAIC		0			0	
SALEM		0			0	
SOMERSET		0		2.16	2	2.77
SUSSEX	3755	2	4180		0	
UNION		0			0	
WARREN	3200	1	5200		0	
STATE AVERAGE	3477		4747	2.48		3.05

* Number of salary guides used to calculate mean

TABLE III-v
(2-4)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY COUNTY FOR HEAD COOK AND COOK

COUNTY	YEARLY MINIMUM	YEARLY (*)	YEARLY MAXIMUM	HOURLY MINIMUM	HOURLY (*)	HOURLY MAXIMUM
ATLANTIC		0		1.85	1	2.15
BERGEN	3771	8	5020	2.38	17	3.19
BURLINGTON	2335	4	3151	2.31	4	3.13
CAMDEN	2700	1	3500	10.00**	3**	12.07**
CAPE MAY		0		2.38	2	3.09
CUMBERLAND	3500	1	5400		0	
ESSEX		0		2.36	3	2.76
GLOUCESTER		0		1.97	3	2.68
HUDSON		0			0	
HUNTERDON		0		10.00**	1**	15.00**
MERCER	3258	4	3972	2.00	1	2.55
MIDDLESEX	2396	4	3130	2.56	5	3.02
MONMOUTH	2750	1	3500	2.33	5	2.78
MORRIS	1946	5	2647	2.40	6	2.98
OCEAN	3132	4	4408	2.45	1	2.78
PASSAIC	3956	4	4836		0	
SALEM		0		3.05	1	3.58
SOMERSET		0		2.19	7	2.72
SUSSEX	2850	3	3558		0	
UNION	3403	5	4172	2.63	6	3.20
WARREN		0			0	
STATE AVERAGE	3000		3941	2.35		2.90

* Number of salary guides used to calculate mean

** Daily compensation, not included in state average

TABLE III-w
(2-4)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
COUNTY FOR ALL OTHER CAFETERIA WORKERS

COUNTY	YEARLY MINIMUM	YEARLY (*)	YEARLY MAXIMUM	HOURLY MINIMUM	HOURLY (*)	HOURLY MAXIMUM
ATLANTIC		0			0	
BERGEN	2275	9	3275	2.00	23	2.61
BURLINGTON		0		2.02	8	2.42
CAMDEN	2466	4	3229		0	
CAPE MAY		0		1.91	4	2.39
CUMBERLAND		0		2.20	1	2.40
ESSEX		0		1.95	4	2.32
GLOUCESTER		0		1.79	8	2.32
HUDSON		0			0	
HUNTERDON		0		2.00	1	2.30
MERCER	3003	6	3526	1.75	3	2.15
MIDDLESEX	2413	2	3117	2.11	3	2.76
MONMOUTH		0		1.94	9	2.45
MORRIS	1906	4	2169	2.04	10	2.45
OCEAN	2812	3	3729	1.86	5	2.49
PASSAIC	3718	2	4530		0	
SALEM		0		2.14	2	2.78
SOMERSET		0		1.81	5	2.18
SUSSEX	2070	2	3163		0	
UNION		0		2.11	14	2.67
WARREN	854	1	1092		0	
STATE AVERAGE	2391		3092	1.98		2.45

* Number of salary guides used to calculate mean

TABLE IV-a
(2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR SECRETARY TO SUPERINTENDENT

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	5230	5089	6176	6227	5373
12 MONTH MAXIMUM	7499	7659	8463	9160	7629
11 MONTH MINIMUM	5402	5720	----	----	----
11 MONTH MAXIMUM	7845	7800	----	----	----
10 MONTH MINIMUM	3100	----	----	4463	----
10 MONTH MAXIMUM	4883	----	----	5600	----

TABLE IV-b (2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR SECRETARY TO HIGH SCHOOL PRINCIPAL

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	4997	4731	5501	5527	5021
12 MONTH MAXIMUM	6835	7105	7429	7986	7076
11 MONTH MINIMUM	----	4653	----	5582	----
11 MONTH MAXIMUM	----	7042	----	7614	----
10 MONTH MINIMUM	----	5570	4167	4784	----
10 MONTH MAXIMUM	----	9170	4774	6029	----

TABLE IV-c (2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR BOOKKEEPERS

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	4963	4903	5245	5813	5087
12 MONTH MAXIMUM	7168	7657	7907	8338	7293
11 MONTH MINIMUM	----	----	----	5908	----
11 MONTH MAXIMUM	----	----	----	7749	----
10 MONTH MINIMUM	----	5570	----	----	----
10 MONTH MAXIMUM	----	9170	----	----	----

TABLE IV-d
(2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR SECRETARY TO ELEMENTARY PRINCIPAL

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	4528	4590	5222	5262	4460
12 MONTH MAXIMUM	6568	7028	7265	7798	6720
11 MONTH MINIMUM	3800	4015	----	5028	----
11 MONTH MAXIMUM	5300	6490	----	6928	----
10 MONTH MINIMUM	3450	4252	3779	4404	----
10 MONTH MAXIMUM	5127	5984	5770	6323	----

TABLE IV-e (2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR ALL CLERKS

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	4281	4361	4911	4955	4429
12 MONTH MAXIMUM	6230	6286	7124	7042	6460
11 MONTH MINIMUM	4940	----	4883	4970	----
11 MONTH MAXIMUM	5980	----	5882	6651	----
10 MONTH MINIMUM	3859	3751	3825	4186	3510
10 MONTH MAXIMUM	5351	5600	5462	6062	5374

TABLE IV-f (2-1)

MEANS OF GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR SECRETARY TO BOARD SECRETARY/BUSINESS MANAGER

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH MINIMUM	5276	5086	5508	5706	5243
12 MONTH MAXIMUM	7500	7380	7899	8500	7858

TABLE IV-g
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR SUPERINTENDENTS OF BUILDINGS AND GROUNDS (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	----	8027	8320	9849	----
MAXIMUM	----	11485	10831	13030	----

TABLE IV-h (2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR HEAD MAINTENANCE MEN (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	7277	8226	7720	8339	7882
MAXIMUM	9948	10966	9889	10503	10377

TABLE IV-i (2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR MAINTENANCE MEN (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	6729	6414	6728	6781	6519
MAXIMUM	8615	8592	8887	8750	8454

TABLE IV-j (2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR HEAD BUILDING CUSTODIAN - HIGH SCHOOL (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	6443	6947	7238	7217	6906
MAXIMUM	8217	9110	9232	9440	9239

TABLE IV-k (2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR HEAD BUILDING CUSTODIAN - ELEMENTARY (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	6593	6490	6918	6951	7500
MAXIMUM	8498	9301	9049	8901	9500

TABLE IV-1
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR CUSTODIAN (12 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	5675	5636	6118	5991	5713
MAXIMUM	7323	7852	7773	7837	7481

TABLE IV-m
(2-2)

MEANS OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR MATRONS (10 MONTH POSITION)

ENROLLMENT GROUP	I	II	III	IV	V
MINIMUM	3750	4003	3622	3858	3949
MAXIMUM	5053	4974	4630	4863	5354

TABLE IV-n
(2-3)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP BUS DRIVERS (12 MONTH, 10 MONTH, AND HOURLY POSITIONS)

ENROLLMENT GROUP	I	II	III	IV	V
12 MONTH:					
MINIMUM	3554	7498	6097	6009	2741
MAXIMUM	4407	8587	7786	7886	3260
10 MONTH:					
MINIMUM	2312	----	4583	3200	3077
MAXIMUM	3820	----	6379	4088	3992
HOURLY:					
MINIMUM	3.15	2.93	3.03	2.75	3.02
MAXIMUM	3.91	3.63	3.66	3.45	3.75

TABLE IV-o
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR DIRECTOR OF CAFETERIA

ENROLLMENT GROUP	I	II	III	IV	V
Yearly - Minimum			7000	8681	
Yearly - Maximum			8200	12315	
Hourly - Minimum			3.67		
Hourly - Maximum			5.03		

TABLE IV-p
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR BUILDING CAFETERIA MANAGER - HIGH SCHOOL

ENROLLMENT GROUP	I	II	III	IV	V
YEARLY					
Minimum		5156	3559	3623	4695
Maximum		7598	4303	4846	6380
HOURLY					
Minimum		2.28		2.71	
Maximum		2.65		3.52	

TABLE IV-r
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR HEAD COOKS AND COOKS

ENROLLMENT GROUP	I	II	III	IV	V
YEARLY					
Minimum	2826		3212	3728	2197
Maximum	3613		4396	4695	3757
HOURLY					
Minimum	2.32	2.14	2.45	2.46	2.39
Maximum	2.96	2.77	3.03	3.02	2.95

TABLE IV-q
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR BUILDING CAFETERIA MANAGER - ELEMENTARY

ENROLLMENT GROUP	I	II	III	IV	V
YEARLY					
Minimum	3571	3338	2767	3713	
Maximum	4575	5490	3417	4685	
HOURLY					
Minimum	3.18	2.57		2.48	
Maximum	3.84	2.94		3.10	

TABLE IV-s
(2-4)

MEAN OF SALARY GUIDE MINIMUMS AND MAXIMUMS BY
ENROLLMENT GROUP FOR ALL OTHER CAFETERIA WORKERS

ENROLLMENT GROUP	I	II	III	IV	V
YEARLY					
Minimum	2439	854	2662	3393	1907
Maximum	3033	1092	3340	4127	3200
HOURLY					
Minimum	1.99	1.82	2.01	2.03	1.95
Maximum	2.63	2.45	2.50	2.51	2.43

TABLE V-a
(2-1)

AVERAGE INCREMENT BY ENROLLMENT GROUP FOR SELECTED PERSONNEL - 12 MONTH POSITIONS

ENROLLMENT GROUP	SECRETARY TO SUPERINTENDENT	(*)	SECRETARY TO HIGH SCHOOL PRINCIPAL	(*)	SECRETARY TO ELEM. PRINCIPAL	(*)	BOOKKEEPER	(*)
I	$293.10	38	$287.20	5	$262.72	40	$290.00	6
II	302.77	31	276.93	27	273.25	16	287.80	15
III	315.76	16	259.47	16	233.58	12	318.40	10
IV	303.29	14	325.38	9	257.71	7	294.00	7
V	281.90	20	259.00	21	260.67	3	296.28	11

* Number of salary guides used to calculate mean

TABLE V-b
(2-2)

AVERAGE INCREMENT BY ENROLLMENT GROUP
FOR SELECTED PERSONNEL

ENROLLMENT GROUP	CUSTODIAN 12 MONTHS	(*)	MAINTENANCE 12 MONTHS	(*)	MATRON 10 MONTHS	(*)
I	$257	77	$269	24	$151	6
II	$273	35	$292	21	$213	2
III	$310	31	$320	26	$221	8
IV	$244	29	$321	21	$229	7
V	$271	29	$285	17	$201	7

* Number of salary guides used to calculate mean

TABLE V-c
(2-3)

AVERAGE INCREMENT BY ENROLLMENT GROUP
FOR BUS DRIVERS - YEARLY AND HOURLY

ENROLLMENT GROUP	YEARLY	(*)	HOURLY	(*)
I	$154	22	$.46	9
II	$211	1	$.28	3
III	$338	6	$.17	11
IV	$312	12	$.18	5
V	$128	7	$.18	3

* Number of salary guides used to calculate mean

TABLE V-d
(2-4)

AVERAGE INCREMENT BY ENROLLMENT GROUP FOR
SELECTED PERSONNEL - YEARLY AND HOURLY

	BUILDING CAFETERIA MANAGER - HIGH SCHOOL				BUILDING CAFETERIA MANAGER - ELEMENTARY			
ENROLLMENT GROUP	YEARLY	(*)	HOURLY	(*)	YEARLY	(*)	HOURLY	(*)
I		0		0	$208	8	$.22	6
II	$362	3	$.20	1	$337	3	$.10	1
III	$215	5		0	$241	3		0
IV	$230	6	$.15	1	$199	4	$.12	3
V	$258	4		0		0		0

TABLE V-e
(2-4)

	HEAD COOK - COOK				ALL OTHER CAFETERIA PERSONNEL			
ENROLLMENT GROUP	YEARLY	(*)	HOURLY	(*)	YEARLY	(*)	HOURLY	(*)
I	$144	15	$.13	4	$138	12	$.12	12
II		0	$.14	9	$100	1	$.10	10
III	$122	3	$.17	7	$164	9	$.13	10
IV	$229	9	$.13	8	$162	11	$.14	11
V	$254	3	$.20	6	$148	3	$.18	8

* Number of salary guides used to calculate mean

TABLE VI-a
(2-1)
OFFICE PERSONNEL

MEAN NUMBER OF SICK DAYS FOR 12 AND 11/10 MONTH
EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTHS	(*)	11-10 MONTHS	(*)
I	11.32	175	10.18	81
II	11.81	46	10.26	31
III	12.06	38	11.08	18
IV	12.37	27	10.7	19
V	11.40	36	9.8	16

MEAN NUMBER OF PERSONAL DAYS FOR 12 AND 11/10 MONTH
EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTHS	(*)	11-10 MONTHS	(*)
I	3.1	133	2.9	65
II	3.1	42	3.4	28
III	2.9	32	3.1	16
IV	3.3	22	3.2	17
V	3.5	30	3.2	15

* Number of guides used to calculate mean

TABLE VI-b
(2-1)
ATTENDANCE PERSONNEL

MEAN NUMBER OF SICK DAYS AND PERSONAL DAYS
ATTENDANCE PERSONNEL BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	(*)	II	(*)	III	(*)	IV	(*)	V	(*)	STATE AVERAGE	
SICK DAYS	8.8	4	11	2	13.5	2	13.5	2	10	4	10.8	14*
PERSONAL	3	4	2.5	2	1	1	3	1	3.3	4	2.8	12*

* Number of guides used to calculate mean

TABLE VI-c
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

MEAN NUMBER OF SICK DAYS FOR 12 AND 11/10 MONTH
EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTHS	(*)	11/10 MONTHS	(*)
I	10.9	195	10.2	18
II	11.5	46	10.6	9
III	12.2	38	10.	6
IV	12.3	29	11.3	4
V	11.5	37	10.7	7

* Number of guides used to calculate mean

MEAN NUMBER OF PERSONAL DAYS FOR 12 AND 11/10 MONTH
EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTHS	(*)	11/10 MONTHS	(*)
I	3.0	169	3.0	17
II	3.3	47	2.5	10
III	3.1	31	2.7	6
IV	2.9	30	3.0	4
V	3.0	35	3.6	7

* Number of guides used to calculate mean

TABLE VI-d
(2-3)
TRANSPORTATION PERSONNEL

MEAN NUMBER OF SICK DAYS FOR
12 AND 10 MONTH EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTH	(*)	10 MONTH	(*)
I	10.7	25	9.7	50
II	11.6	5	10.5	13
III	11.3	14	9.8	16
IV	12.7	15	10.7	10
V	11.1	9	9.7	17

* Number of guides used to calculate mean

MEAN NUMBER OF PERSONAL DAYS FOR
12 AND 10 MONTH EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	12 MONTH	(*)	10 MONTH	(*)
I	3.1	21	2.5	42
II	3.0	7	2.4	14
III	3.3	11	3.7	9
IV	3.5	12	2.1	8
V	3.1	9	2.5	13

* Number of guides used to calculate mean

TABLE VI-e
(2-4)
CAFETERIA PERSONNEL

MEAN NUMBER OF SICK DAYS FOR 10 MONTH
CAFETERIA PERSONNEL BY ENROLLMENT GROUP

ENROLLMENT GROUP	(*)	MEAN SICK DAYS
I	117	10.1
II	34	10.2
III	27	10.2
IV	22	10.7
V	23	10.3

* Number of guides used to calculate mean

MEAN NUMBER OF SICK DAYS FOR 10 MONTH
CAFETERIA PERSONNEL BY ENROLLMENT GROUP

ENROLLMENT GROUP	(*)	MEAN PERSONNEL DAYS
I	88	2.8
II	27	2.9
III	23	3.4
IV	17	3.7
V	22	3.0

* Number of guides used to calculate mean

TABLE VII-a (2-1)
OFFICE PERSONNEL

MEAN NUMBER OF VACATION DAYS IN RELATION TO YEARS OF EMPLOYMENT FOR 12-MONTH EMPLOYEES BY ENROLLMENT GROUP

YEARS	I	II	III	IV	V
1-11 months	----	5.0	6.4	6.6	----
1	12.4	12.6	10.6	12.0	10.8
2	12.7	13.0	10.8	12.3	10.9
3	12.8	13.0	10.9	12.6	11.3
4	13.1	13.2	11.0	12.6	11.5
5	13.6	13.7	11.2	13.5	11.7
6	13.9	14.3	12.7	14.4	12.7
7	13.9	14.3	13.2	14.5	12.8
8	14.1	14.3	13.3	14.7	12.9
9	14.4	14.5	13.6	15.0	12.9
10	14.8	14.7	14.7	15.9	13.2
11	15.8	16.9	16.1	16.7	14.7
12	16.0	17.0	16.1	16.8	14.8
13	16.1	17.1	16.3	17.0	14.8
14	16.2	17.1	16.3	17.4	14.9
15	16.3	17.4	16.8	17.6	15.2
16	16.7	19.4	17.6	17.9	15.2
17	16.8	19.4	17.8	17.9	15.3
18	16.9	19.4	17.9	18.0	15.3
19	16.9	19.4	17.9	18.0	15.3
20	16.9	19.4	18.3	18.7	15.4
21	17.3	20.1	19.9	19.7	15.4
22	17.3	20.2	19.9	19.7	15.4
23	17.3	20.2	19.9	19.7	15.4
24	17.3	20.2	19.9	19.7	15.4
25	17.3	20.2	20.0	19.7	15.4

TABLE VII-b
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

MEAN NUMBER OF VACATION DAYS IN RELATION TO YEARS OF EMPLOYMENT FOR 12 MONTH EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP		I	II	III	IV	V
YEARS:	1	10.2	9.7	9.8	10.2	10.4
	2	10.5	10.4	10.3	10.3	10.4
	3	10.6	10.4	10.5	10.7	10.5
	4	10.8	10.4	10.5	10.7	10.7
	5	11.0	10.5	11.0	11.1	11.0
	6	11.5	11.1	12.0	12.2	11.4
	7	11.5	11.3	12.3	12.4	12.1
	8	11.6	11.4	13.1	13.2	12.1
	9	12.1	11.7	13.2	13.5	12.4
	10	12.3	12.3	14.4	14.1	12.5
	11	13.3	13.4	15.3	15.6	13.7
	12	13.4	13.5	15.3	15.8	13.9
	13	13.4	13.8	15.4	15.9	13.9
	14	13.5	13.9	15.4	16.3	13.9
	15	13.9	14.3	16.2	16.6	14.0
	16	14.1	15.6	16.8	17.1	14.4
	17	14.1	15.6	17.3	17.2	14.4
	18	14.1	15.7	17.3	17.6	14.4
	19	14.1	15.7	17.3	17.6	14.5
	20	14.3	15.9	17.9	17.6	14.5
	21	14.3	16.2	18.3	18.8	14.5
	22	14.4	16.2	18.3	18.8	14.5
	23	14.4	16.2	18.3	18.8	14.5
	24	14.4	16.3	18.3	18.8	14.5
	25	14.4	16.3	18.3	18.8	14.5
	30	14.5				

TABLE VII-c
(2-3)
TRANSPORTATION PERSONNEL

MEAN NUMBER OF VACATION DAYS
IN RELATION TO YEARS OF EMPLOYMENT

ENROLLMENT GROUP		I	II	III	IV	V
YEARS:	1	10.0	8.8	10.2	11.7	10.3
	2	10.0	10.0	10.6	11.7	10.3
	3	10.0	10.0	10.6	11.9	10.3
	4	10.0	10.0	10.6	11.9	10.3
	5	10.3	11.3	11.0	12.2	10.3
	6	10.8	11.3	12.1	12.8	11.3
	7	10.8	12.5	12.5	13.1	11.5
	8	11.1	12.5	12.9	14.0	11.7
	9	11.8	12.5	12.9	14.3	11.8
	10	12.1	12.5	13.5	14.5	12.8
	11	13.0	12.5	13.7	16.1	13.7
	12	13.0	12.5	13.7	16.2	13.7
	13	13.0	12.5	13.7	16.6	13.7
	14	13.0	12.5	13.7	16.7	13.7
	15	13.3	12.5	14.1	17.1	13.7
	16	13.7	16.3	14.8	17.4	13.7
	17	13.7	16.3	15.6	17.4	13.7
	18	13.7	16.3	15.6	18.0	13.7
	19	13.7	16.3	15.6	18.0	13.7
	20	13.7	16.3	15.6	18.0	13.7
	21	14.0	16.3	16.2	19.4	13.7
	22	14.0	16.3	16.2	19.4	13.7
	23	14.0	16.3	16.2	19.4	13.7
	24	14.0	16.3	16.2	19.4	13.7
	25	14.0	16.3	16.2	19.4	13.7

TABLE VIII-a
(2-1)
OFFICE PERSONNEL

MEAN AND MEADIAN NUMBER OF PAID HOLIDAYS (EXCLUSIVE OF VACATION DAYS)
FOR ALL EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
Mean #	12.1	13.4	14.8	14.5	12.4	13.4
Median #	10	12	14	14	11	11

TABLE VIII-b
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

MEAN AND MEDIAN NUMBER OF PAID HOLIDAYS
(EXCLUSIVE OF VACATION DAYS)
FOR ALL EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
MEAN	10.0	11.0	12.5	12.7	9.9	11.2
MEDIAN	10.	11.	12.	12.5	10.	11.1

TABLE VIII-c (2-3)
TRANSPORTATION PERSONNEL

MEAN AND MEDIAN OF PAID HOLIDAYS
(EXCLUSIVE OF VACATION DAYS)
FOR ALL EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
MEAN	11.3	11.8	12.5	12.9	11.4	12.0
MEDIAN	10.5	10.	12.	12.	10.	10.9

TABLE VIII-d
(2-4)
CAFETERIA PERSONNEL

MEAN AND MEDIAN OF PAID HOLIDAYS (EXCLUSIVE OF VACATION DAYS)
FOR ALL EMPLOYEES BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
Mean	12.5	7.7	13.4	10.1	10.5	10.8
Median	10.	8.	11.	10.	10.	9.8

TABLE IX-a
(2-1)
OFFICE PERSONNEL

MEAN PERCENTAGE OF HOSPITALIZATION PAID FOR
EMPLOYEES AND DEPENDENTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
Employee	99.5	99.8	99.3	100	98.8	99.5
Dependent	62.7	78.9	88.3	87.3	78.1	79.1

TABLE IX-b
(2-1)
ATTENDANCE PERSONNEL

MEAN % OF DISTRICTS REPORTING PAID HOSPITALIZATION AND MEAN % OF HOSPITALIZATION PAID FOR EMPLOYEES AND DEPENDENTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	DISTRICTS REPORTING ATTENDANCE PERSONNEL	DISTRICTS REPORTING ANY HOSPITALIZATION FOR ATTENDANCE PERSONNEL	% OF DISTRICTS PROVIDING ANY HOSPITALIZATION	MEAN % OF HOSPITALIZATION PAID FOR BY DISTRICTS PROVIDING HOSPITALIZATION	
				EMPLOYEE	DEPENDENT
I	17	4	24	100	100
II	2	2	100	100	100
III	5	2	40	100	100
IV	4	2	50	100	38
V	7	4	57	100	100

TABLE IX-c
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

MEAN PERCENTAGE OF HOSPITALIZATION PAID FOR
EMPLOYEES AND DEPENDENTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
EMPLOYEE	99.4	99.8	99.3	100.	98.7	99.4
DEPENDENT	73.1	73.4	90.8	83.2	80.9	80.3

TABLE IX-d
(2-3)
TRANSPORTATION PERSONNEL

MEAN PERCENTAGE OF HOSPITALIZATION PAID FOR
EMPLOYEES AND DEPENDENTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
EMPLOYEE	99.6	99.4	98.9	100	100	99.6
DEPENDENT	62.6	58.7	88.2	84.1	82.4	75.2

TABLE IX-e
(2-4)
CAFETERIA PERSONNEL

MEAN PERCENTAGE OF HOSPITALIZATION PAID FOR
EMPLOYEES AND DEPENDENTS BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
Employee	99.4	99.7	98.9	100	97.8	99.2
Dependent	63.0	74.6	86.3	79.3	81.5	76.9

TABLE X-a
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

NUMBER AND PERCENTAGE OF RESPONDING DISTRICTS
WHICH PROVIDE UNIFORMS OR ALLOWANCE BY ENROLLMENT GROUP

ENROLLMENT GROUP	NUMBER OF DISTRICTS REPORTING UNIFORMS PROVIDED	NUMBER OF DISTRICTS REPORTING ALLOWANCE PROVIDED	AVERAGE AMOUNT OF ALLOWANCE	PERCENT OF DISTRICTS PROVIDING UNIFORMS OR ALLOWANCE
I	52	6	$41	27%
II	22	2	58	47%
III	12	5	42	34%
IV	19	3	16	61%
V	13	6	34	48%
TOTAL	118	22		
AVERAGE			$38	
PERCENT				36%

TABLE X-b
(2-4)
CAFETERIA PERSONNEL

MEAN DOLLAR COMPENSATION AND UNIFORMS PROVIDED
CAFETERIA PERSONNEL - BY ENROLLMENT GROUP

ENROLLMENT GROUP	I	II	III	IV	V	STATE AVERAGE
Dollar Compensation	$22.86	$15.67	$19.00	$17.83	$30.00	$21.07
# of districts	7	3	4	6	2	22
Uniform	100%	100%	100%	100%	100%	100%
# of districts	4	7	3	7	2	23

TABLE XI
(2-2)
MAINTENANCE AND OPERATIONS PERSONNEL

NUMBER AND PERCENTAGE OF RESPONDING DISTRICTS
WHICH PAY ADDITIONAL FOR BLACK, BLUE, AND RED SEAL LICENSES
BY ENROLLMENT GROUP

ENROLLMENT GROUP	BLACK #	BLACK %	BLUE #	BLUE %	RED #	RED %
I	79	36	5	2	5	2
II	22	43	2	4	1	2
III	15	30	5	10	4	8
IV	11	31	5	14	6	17
V	14	35	1	3	1	3
TOTALS	141	36	18	5	17	4

INDEX TO REPORTING BULLETINS

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ATLANTIC	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Absecon	3	3	3*	3*
Atlantic City	1	1	1*	1
Atlantic Co. Voc.	2	2	2*	2*
Brigantine	3	3	3	3*
Buena Reg.	3	3	3	3
Corbin City	NR	NR	NR	NR
Egg Harbor	3	3	3*	3*
Egg Harbor Twp.	NR	NR	NR	NR
Estell Manor	NR	NR	NR	NR
Folsom	3	3	3	3
Galloway Twp.	1	1	1*	1
Greater Egg Harbor Reg.	1	1	1	1
Hamilton Twp.	2	2	2	2
Hammonton	2	2	2	2
Linwood	1	1	1*	1
Longport	NR	NR	NR	NR
Mainland Reg.	1	1	1	1
Margate	NR	NR	NR	NR
Mullica Twp.	2	2	2*	2
Northfield	2	2	2*	2
Pleasantville	3	3	3	NR
Port Republic	3	3*	3*	3*
Somers Point	3	3	3*	3*
Ventnor	2	2	2	2
Weymouth Twp.	NR	NR	NR	NR
BERGEN				
Allendale	2	2	2	2
Alpine	3	3	3*	3*
Bergen Co. Board Special Services	NO	NO	NO	NO
Bergen Co. Voc.	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
BERGEN (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Bergenfield	1	1	1	1
Bogota	3	3	3*	3*
Carlstadt	2	2	2*	2*
Carlstadt-E. Rutherford Reg.	2	2	2*	2
Cliffside Park	2	2	2*	2
Closter	3	3	3	3
Cresskill	3	3	3	3
Demarest	3	3	3	3*
Dumont	3	3	3	3
East Paterson	3	3	3	3*
East Rutherford	NR	NR	NR	NR
Edgewater	NR	NR	NR	NR
Emerson	3	3	3	3
Englewood	3	3	3*	3
Englewood Cliffs	1	1	1*	1*
Fair Lawn	3	3	3	3
Fairview	NR	NR	NR	NR
Fort Lee	NR	NR	NR	NR
Franklin Lakes	2	2	2	2*
Garfield	3	3	3	3
Glen Rock	1	1	1	1
Hackensack	NR	NR	NR	NR
Harrington Park	NR	NR	NR	NR
Hasbrouck Heights	2	2	2*	2*
Haworth	3	3	3	3
Hillsdale	1	1	1*	1
Hohokus	3	3	3*	3*
Leonia	3	3	3	3
Little Ferry	2	2	2*	2*
Lodi	3	3	3	3
Lyndhurst	NR	NR	NR	NR
Mahwah	NR	NR	NR	NR
Maywood	3	3	3	3

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
BERGEN (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Midland Park	1	1	1	1
Montvale	NR	NR	NR	NR
Moonachie	3	3	3	3
New Milford	2	2	2*	2
North Arlington	2	2	2	2*
No. Highlands Reg.	NR	NR	NR	NR
No. Valley Reg.	2	2	2*	2
Northvale	3	3	3*	3*
Norwood	2	2	2*	2*
Oakland	2	2	2	2
Old Tappan	NR	NR	NR	NR
Oradell	2	2	2*	2*
Palisades Park	2	2	2*	2
Paramus	2	2	2	2*
Park Ridge	2	2	2*	2
Pascack Valley Reg.	3	3	3*	3*
Ramapo-Indian Hills Reg.	3	3	3	3
Ramsey	NR	NR	NR	NR
Ridgefield	2	2	2*	2
Ridgefield Park	NR	NR	NR	NR
Ridgewood	2	2	2	2
River Dell Reg.	2	2	2*	2
River Edge	3	3	3*	3*
River Vale	2	2	2*	2
Rochelle Park	NR	NR	NR	NR
Rockleigh	NO	NO	NO	NO
Rutherford	2	2	2	2
Saddle Brook Twp.	2	2	2	2
Saddle River	2	2*	2*	2*
South Hackensack	2	2	2*	2*
Teaneck	2	2	2	2
Tenafly	3	3	3*	3*
Teterboro	NO	NO	NO	NO
Upper Saddle River	2	2	2	2

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
BERGEN (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Waldwick	2	2	2	2
Wallington	3	3	3*	3*
Westwood Reg.	3	3	3	3
Woodcliff Lake	3	3	3*	3
Wood Ridge	NR	NR	NR	NR
Wyckoff	2	2	2	2
BURLINGTON				
Bass River Twp.	3*	3	3	3
Beverly	1	1	1	1*
Bordentown City	NR	NR	NR	NR
Bordentown Reg.	3	3	3	3
Bordentown Twp.	3	3	3	3
Burlington City	1	1	1	1
Burlington Co. Voc.	NR	NR	NR	NR
Burlington Twp.	NR	NR	NR	NR
Chesterfield Twp.	1	1	1	1
Cinnaminson Twp.	NR	NR	NR	NR
Delanco Twp.	NR	NR	NR	NR
Delran Twp.	NR	NR	NR	NR
Eastampton Twp.	2	2	2*	2*
Edgewater Park Twp.	NR	NR	NR	NR
Evesham Twp.	1	1	1	1
Fieldsboro	2	2	2*	2*
Florence Twp.	NR	NR	NR	NR
Hainesport Twp.	1	1	1	1
Lenape Reg.	2	2	2	2
Lumberton Twp.	2	2	2	2
Mansfield Twp.	2	2	2	2
Maple Shade Twp.	3	3	3	3
Medford Lakes	NR	NR	NR	NR
Medford Twp.	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
BURLINGTON (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Moorestown	2	2	2	2
Mount Holly Twp.	2	2	2*	2
Mount Laurel Twp.	2	2	2	2
New Hanover Twp.	3*	3	3*	3
North Hanover Twp.	NR	NR	NR	NR
No. Burlington Co. Reg.	3	3	3	3
Palmyra	2	2	2*	2
Pemberton Borough	NR	NR	NR	NR
Pemberton Twp.	2	2	2	2
Rancocas Valley Reg.	NR	NR	NR	NR
Riverside Twp.	NR	NR	NR	NR
Riverton	3	3	3	3
Shamong Twp.	NR	NR	NR	NR
Southampton Twp.	2	2	2	2
Springfield Twp.	3	3	3	3
Tabernacle Twp.	NR	NR	NR	NR
Washington Twp.	3*	3	3*	3
Westampton Twp.	2	2	2	2
Willingboro Twp.	NR	NR	NR	NR
Woodland Twp.	3	3	3	3
CAMDEN				
Audubon	NR	NR	NR	NR
Audubon Park	NR	NR	NR	NR
Barrington	1	1	1*	1
Bellmawr	NR	NR	NR	NR
Berlin	2	2	2*	2
Berlin Twp.	NR	NR	NR	NR
Black Horse Pike Reg.	NR	NR	NR	NR
Brooklawn	2	2	2*	2*
Camden	NR	3	3	3
Camden Co. Voc.	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
CAMDEN (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Cherry Hill Twp.	3	3	3	3
Chesilhurst	NO	NO	NO	NO
Clementon	2	2	2	2
Collingswood	NR	NR	NR	NR
Eastern Camden Co. Reg.	2	2	2	2
Gibbsboro	3	3	3*	3*
Gloucester City	NR	NR	NR	NR
Gloucester Twp.	2	2	2	2
Haddon Heights	3	3	3	3
Haddon Twp.	3	3	3	3*
Haddonfield	1	1	1*	1*
Hi-Nella	NO	NO	NO	NO
Laurel Springs	NR	NR	NR	NR
Lawnside	NR	NR	NR	NR
Lindenwold	2	2	2	2
Lower Camden Co. Reg.	2	2	2	2*
Magnolia	NR	NR	NR	NR
Merchantville	NR	NR	NR	NR
Mount Ephraim	3	3	3*	3*
Oaklyn	1	1	1*	1
Pennsauken Twp.	NR	NR	NR	NR
Pine Hill	2	2	2*	2*
Pine Valley	NO	NO	NO	NO
Runnemede	NR	NR	NR	NR
Somerdale	1	1	1*	1
Sterling Reg.	3	3	3*	3*
Stratford	1	1	1*	1*
Tavistock	NO	NO	NO	NO
Voorhees Twp.	NR	NR	NR	NR
Waterford Twp.	NR	NR	NR	NR
Winslow Twp.	2	2	2	2
Woodlynne	3	3	3*	3*

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
CAPE MAY	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Avalon	NR	NR	NR	NR
Cape May City	2	2	2*	2
Cape May Co. Voc.	3	3	3*	3
Cape May Point	NO	NO	NO	NO
Dennis Twp.	1	1	1	1
Lower Cape May Reg.	3	3	3	3
Lower Twp.	NR	NR	NR	NR
Middle Twp.	NR	NR	NR	NR
North Wildwood	1	1	1*	1*
Ocean City	3	3	3*	3
Sea Isle City	3*	3	3	3
Stone Harbor	3	3	3	3*
Upper Twp.	1	1	1	1
West Cape May	3*	3	NR	3*
West Wildwood	NO	NO	NO	NO
Wildwood	2	2	2*	2
Wildwood Crest	NR	NR	NR	NR
Woodbine	2	2	2	2
CUMBERLAND				
Bridgeton	NR	NR	NR	NR
Commercial Twp.	3	3	3	3
Cumberland Co. Voc.	NR	NR	NR	NR
Deerfield Twp.	3*	3*	3*	3*
Downe Twp.	1	1	1*	1
Fairfield Twp.	NR	NR	NR	NR
Greenwich Twp.	NR	NR	NR	NR
Hopewell Twp.	3*	3*	3*	3*
Lawrence Twp.	NR	NR	NR	NR
Maurice River Twp.	NR	NR	NR	NR
Millville	NR	NR	NR	NR
Shiloh	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
CUMBERLAND (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Stow Creek Twp.	NR	NR	NR	NR
Upper Deerfield Twp.	1	1	1*	1
Vineland	1	1	1	1
ESSEX				
Belleville	NR	NR	NR	NR
Bloomfield	1	1	1*	1
Caldwell-West Caldwell	2	2	2*	2*
Cedar Grove Twp.	3	3	3	3*
East Orange	NR	NR	NR	NR
Essex Co. Voc.	2	2	2*	2
Essex Fells	2	2	2*	2*
Fairfield	1	1	1*	1
Glen Ridge	2	2	2*	2*
Irvington	NR	NR	NR	NR
Livingston	1	1	1*	1
Millburn Twp.	2	2	2	2
Montclair	3	3	3	3
Newark	NR	NR	NR	NR
North Caldwell	2	2	2*	2
Nutley	1	1	1	1
Orange	NR	NR	NR	NR
Roseland	1	1	1*	1
South Orange-Maplewood	NR	NR	NR	NR
Verona	1	1	1*	1
West Essex Reg.	2	2	2*	2
West Orange	2	2	2	2

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
GLOUCESTER	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Clayton	1	1	1	1
Clearview Reg.	1	1	1	1
Deptford	NR	NR	NR	NR
East Greenwich Twp.	3	3	3	3
Elk Twp.	1	1	1	1
Franklin Twp.	NR	NR	NR	NR
Gateway Reg.	NR	NR	NR	NR
Glassboro	3	3	3	3
Gloucester Co. Voc.	3	3*	3*	3*
Greenwich Twp.	3	3	3	3
Harrison Twp.	3	3	3	3
Kingsway Reg.	1	1	1	1
Logan Twp.	1	1	1	1
Mantua Twp.	2	2	2	2*
Monroe Twp.	3	3	3	3
National Park	3	3	3*	3*
Newfield	3	3	3	3
Paulsboro	NR	NR	NR	NR
Pitman	2	2	2*	2
So. Gloucester Co. Reg.	3	3	3	3
South Harrison	3	3	3	3
Swedesboro	3	3	3	3
Washington Twp.	3	3	3	3
Wenonah	2	2	2*	2*
West Deptford Twp.	1	1	1	1
Westville	NR	NR	NR	NR
Woodbury	3	3	3*	3*
Woodbury Heights	2	2	2*	2*

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
HUDSON	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Bayonne	3	3	3	3
East Newark	1	1	1*	1*
Guttenberg	2	2	2*	2*
Harrison	NR	NR	NR	NR
Hoboken	NR	NR	NR	NR
Hudson Co. Voc.	NO	NO	NO	NO
Jersey City	3	3	3	3
Kearny	3	3	3	3
North Bergen	NR	NR	NR	NR
North Hudson Jointure Comm.	NR	NR	NR	NR
Secaucus	1	1	1	1*
Union City	NR	NR	NR	NR
Weehawken	NR	NR	NR	NR
West New York	3	3	3	3
HUNTERDON				
Alexandria	2	2	2	2
Bethlehem Twp.	3	3	3	3*
Bloomsbury	3	3	3	3*
Califon	3*	3*	3*	3*
Clinton	2*	2	2*	2
Clinton Twp.	1	1	1	1
Delaware Twp.	2	2	2	2
Delaware Valley Reg.	2	2	2	2*
East Amwell Twp.	3	3	3	3
Flemington-Raritan Reg.	3	3	3*	3
Franklin Twp.	3*	3*	3*	3*
Frenchtown	1	1	1*	1
Glen Gardner	NR	NR	NR	NR
Hampton	NR	NR	NR	NR
High Bridge	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
HUNTERDON (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Holland Twp.	2	2	2	2
Hunterdon Central Reg.	3	3	3	3*
Kingwood Twp.	1	1	1*	1
Lambertville	3	3	3	3
Lebanon Borough	NR	NR	NR	NR
Lebanon Twp.	2	2	2*	2
Milford	2	2	2*	2*
No. Hunterdon Reg.	3	3	3	3
Readington Twp.	1	1	1	1
So. Hunterdon Reg.	2	2	2	2*
Stockton	3	3*	3*	3*
Tewksbury Twp.	3*	3*	3*	3*
Union Twp.	2	2	2*	2
West Amwell Twp.	1	1	1	1
MERCER				
East Windsor Reg.	2	2	2	2
Ewing Twp.	3	3	3	3
Hamilton Twp.	2	2	2	2
Hopewell Valley Reg.	3	3	3	3
Lawrence Twp.	3	3	3	3*
Mercer Co. Voc.	3	3*	3*	3*
Princeton Reg.	2	2	2	2
Trenton	2	2	2	2
Washington Twp.	1	1	1*	1
West Windsor-Plainsboro Reg.	3	3	3*	3

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
MIDDLESEX	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Carteret	2	2	2*	2*
Cranbury Twp.	2	2	2*	2
Dunellen	1	1	1	1
E. Brunswick Twp.	2	2	2	2
Edison Twp.	3	3	3	3*
Helmetta	3	3	3*	3*
Highland Park	1	1	1	1*
Jamesburg	NR	NR	NR	NR
Madison Twp.	NR	NR	NR	NR
Metuchen	3	3	3	3*
Middlesex Borough	NR	NR	NR	NR
Middlesex Co. Voc.	NR	NR	NR	NR
Milltown	3	3	3	3
Monroe Twp.	NR	NR	NR	NR
New Brunswick	NR	NR	NR	NR
No. Brunswick	3	3	3	3
Perth Amboy	1	1	1	1
Piscataway Twp.	NR	NR	NR	NR
Sayreville	NR	NR	NR	NR
South Amboy	2	2	2*	2*
South Brunswick Twp.	3	3	3	3
South Plainfield	NR	NR	NR	NR
South River	3	3	3	3
Spotswood	3	3	3*	3*
Woodbridge Twp.	3	3	3	3
MONMOUTH				
Allenhurst	NO	NO	NO	NO
Asbury Park	2	2	2*	2
Atlantic Highlands	2	2	2*	2
Avon	NR	NR	NR	NR
Belmar	1	1	1	1*

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
MONMOUTH (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Bradley Beach	3	3	3*	3*
Brielle	2	2	2*	2*
Colts Neck Twp.	NR	NR	NR	NR
Deal	3	3	3*	3*
Eatontown	3	3	3	3
Fair Haven	2	2	2*	2*
Farmingdale	2	2	2*	2*
Freehold	NR	NR	NR	NR
Freehold Reg.	3	3	3	3*
Freehold Twp.	2	2	2	2
Hazlet Twp.	1	1	1	1*
Henry Hudson Reg.	NR	NR	NR	NR
Highlands	3	3	3*	3
Holmdel Twp.	1	1	1	1*
Howell Twp.	3	3	3	3
Interlaken	NO	NO	NO	NO
Keansburg	3	3	3*	3*
Keyport	2	2	2*	2*
Little Silver	2	2	2*	2
Long Branch	NR	NR	NR	NR
Manalapan-Englishtown Reg.	3	3	3	3
Manasquan	NR	NR	NR	NR
Marlboro Twp.	3	3	3	3
Matawan Reg.	3	3	3	3
Middletown Twp.	3	3	3	3*
Millstone Twp.	NR	NR	NR	NR
Monmouth Beach	3*	3*	3*	3*
Monmouth Co. Voc.	2	2	2*	2*
Monmouth Reg.	2	2	2	2*
Neptune City Borough	2	2	2	2*
Neptune Twp.	NR	NR	NR	NR
Ocean Twp.	2	3	3	3
Oceanport	3	3	3	3

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
MONMOUTH (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Red Bank	3	3	3*	3*
Red Bank Reg.	NR	NR	NR	NR
Roosevelt Borough	2	2	2*	2*
Rumson	2	2	2*	2
Rumson-Fair Haven Reg.	NR	NR	NR	NR
Sea Bright	3	3	3	3*
Sea Girt	2	2	2*	2*
Shore Reg.	NR	NR	NR	NR
Shrewsbury Borough	2	2	2*	2*
South Belmar	NO	NO	NO	NO
Spring Lake	NR	NR	NR	NR
Spring Lake Heights	NR	NR	NR	NR
Tinton Falls	1	1	1	1
Union Beach	1	1	1	1
Upper Freehold Reg.	1	1	1	1
Wall Twp.	2	2	2	2
West Long Branch	2	2	2	2*
MORRIS				
Boonton	NR	NR	NR	NR
Boonton Twp.	2	2	2	2*
Butler	3	3	3	3
Chatham Boro	NR	NR	NR	NR
Chatham Twp.	1	1	1*	1
Chester Twp.	1	1	1	1
Denville Twp.	NR	NR	NR	NR
Dover Town	2	2	2*	2
E. Hanover Twp.	1	1	1	1
Florham Park	NR	NR	NR	NR
Hanover Park Reg.	NR	NR	NR	NR
Hanover Twp.	3	3	3	3
Harding Twp.	2	2	2*	2

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
MORRIS (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Jefferson Twp.	NR	NR	NR	NR
Kinnelon	2	2	2*	2
Lincoln Park Borough	NR	NR	NR	NR
Madison	1	1	1	1
Mendham Boro	2	2	2*	2
Mendham Twp.	3	3	3	3*
Mine Hill Twp.	2	2	2	2*
Montville Twp.	2	2	2*	2
Morris Co. Voc.	3	3	3*	3*
Morris Hills Reg.	3	3	3	3
Morris Plains	1	1	1	1*
Morris School District	2	2	2*	2
Mt. Arlington	2	2	2*	2
Mount Olive Twp.	NR	NR	NR	NR
Mountain Lakes	2	2	2*	2
Netcong	3	3	3	3*
Parisppany-Troy Hills Twp.	3	3	3	3*
Passaic Twp.	3	3	3	3*
Pequannock Twp.	3	3	3	3
Randolph Twp.	3	3	3	3
Riverdale	NR	NR	NR	NR
Rockaway Borough	2	2	2*	2
Rockaway Twp.	2	2	2	2
Roxbury Twp.	3*	3	3	3
Victory Gardens	NO	NO	NO	NO
Washington Twp.	NR	NR	NR	NR
West Morris Reg.	2	2	2*	2
Wharton Borough	1	1	1	1*

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
OCEAN	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Bay Head	2	2	2*	2*
Beach Haven	2	2	2	2*
Berkeley Twp.	2	2	2	2
Brick Twp.	1	1	1	1
Central Reg.	2	2	2	2
Eagleswood Twp.	2	2	2	2*
Island Heights	NR	NR	NR	NR
Jackson Twp.	3	3	3	3
Lacey Twp.	2	2	2	2*
Lakehurst	3	3	3	3*
Lakewood	3	3	3	3
Lavallette	NR	NR	NR	NR
Little Egg Harbor Twp.	1	1	1	1
Long Beach Island	1	1	1	1
Manchester Twp.	1	1	1	1
Mantoloking	NO	NO	NO	NO
Ocean Co. Voc.	2	2	2*	2*
Ocean Gate	3	3	3*	3*
Ocean Twp.	2	2	2	2
Plumstead Twp.	2	2	2	2
Point Pleasant	3	3	3	3
Point Pleasant Beach	2	2	2*	2
Seaside Heights	3*	3*	3*	3*
Seaside Park	NR	NR	NR	NR
Southern Reg.	1	1	1	1
Stafford Twp.	1	1	1	1
Toms River	2	2	2	2
Tuckerton	3*	3*	3*	3*
Union Twp.	3	3	3	3*

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
PASSAIC	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Bloomingdale	NR	NR	NR	NR
Clifton	3	3	3	3
Haledon	2	2	2*	2*
Hawthorne	1	1	1	1
Lakeland Reg.	3	3	3*	3
Little Falls Twp.	3*	3*	3*	3*
No. Haledon	NR	NR	NR	NR
Passaic	NR	NR	NR	NR
Passaic Co. Manchester Reg.	NR	NR	NR	NR
Passaic Co. Reg.	3	3	3*	3*
Passaic Co. Voc.	NR	NR	NR	NR
Paterson	NR	NR	NR	NR
Pompton Lakes	NR	NR	NR	NR
Prospect Park	3	3	3*	3*
Ringwood	NR	NR	NR	NR
Totowa	NR	NR	NR	NR
Wanaque	3	3	3*	3*
Wayne Twp.	NR	NR	NR	NR
West Milford	3	3	3	3
West Paterson	NR	NR	NR	NR
SALEM				
Alloway Twp.	3	3	3*	3
Elmer	2	2	2	2*
Elsinboro Twp.	2	2	2*	2*
Lower Alloway Creek	NR	NR	NR	NR
Mannington Twp.	1	1	1	1
Oldmans Twp.	NR	NR	NR	NR
Penns Grove-Upper Penns Neck Reg.	NR	NR	NR	NR
Pennsville	2	2	2	2

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
SALEM (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Pittsgrove Twp.	2	2	2	2
Quinton Twp.	NR	NR	NR	NR
Salem	3*	3	3*	3*
Salem Co. Voc.	NR	NR	NR	NR
Upper Pittsgrove Twp.	2	2	2	2
Woodstown-Pilesgrove Reg.	1	1	1	1
SOMERSET				
Bedminster Twp.	2	2	2*	2*
Bernards Twp.	NR	NR	NR	NR
Bernardsville	1	1	1*	1
Bound Brook	1	1	1	1
Branchburg Twp.	NR	NR	NR	NR
Bridgewater-Raritan Reg.	1	1	1	1*
Far Hills	NO	NO	NO	NO
Franklin Twp.	2	2	2	2
Green Brook Twp.	3	3	3	3
Hillsborough Twp.	NR	NR	NR	NR
Manville	2	2	2	2
Millstone	NO	NO	NO	NO
Montgomery Twp.	2	2	2	2
North Plainfield	1	1	1	1
Peapack Gladstone	NR	NR	NR	NR
Rocky Hill	3*	3*	3*	3*
Somerset Co. Voc.	1	1	1*	1
Somerville	2	2	2*	2
South Bound Brook	NR	NR	NR	NR
Warren Twp.	2	2	2*	2*
Watchung Borough	3	3	3*	3*
Watchung Hills Reg.	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
SUSSEX	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Andover Reg.	NR	NR	NR	NR
Branchville	NR	NR	NR	NR
Byram	1	1	1	1
Frankford Twp.	3	3	3*	3
Franklin	NR	NR	NR	NR
Fredon Twp.	2	2	2*	2*
Green Twp.	3	3	3	3*
Hamburg	NR	NR	NR	NR
Hampton Twp.	1	1	1*	1
Hardyston Twp.	3	3	3*	3
High Point Reg.	3	3	3*	3
Hopatcong	NR	NR	NR	NR
Kittatinny Reg.	NO	NO	NO	NO
Lafayette	2	2	2*	2*
Lenape Valley Reg.	NO	NO	NO	NO
Montague Twp.	3*	3	3*	3*
Newton	1	1	1	1
Ogdensburg	NR	NR	NR	NR
Sandyston-Walpack Twp.	2	2	2*	2*
Sparta Twp.	NR	NR	NR	NR
Stanhope	3	3	3*	3*
Stillwater Twp.	NR	NR	NR	NR
Sussex Co. Voc.-Tech.	3	3	3	3
Sussex-Wantage Reg.	NR	NR	NR	NR
Vernon Twp.	2	2	2*	2
UNION				
Berkeley Heights	1	1	1	1
Clark Twp.	2	2	2*	2
Cranford	1	1	1	1*
Elizabeth	3	3	3	3
Garwood	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
UNION (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Hillside	NR	NR	NR	NR
Kenilworth	3	3	3*	3
Linden	3	3	3*	3
Mountainside	2	2	2*	2*
New Providence	2	2	2	2
Plainfield	2	2	2*	2*
Rahway	3	3	3	3*
Roselle Borough	NR	NR	NR	NR
Roselle Park	1	1	1*	1
Scotch Plains-Fanwood Reg.	3	3	3	3
Springfield	1	1	1	1
Summit	2	2	2*	2*
Union Co. Educational Services	NR	NR	NR	NR
Union Co. Reg.	NR	NR	NR	NR
Union Co. Voc.	2	2	2*	2
Union	NR	NR	NR	NR
Westfield	2	2	2*	2*
Winfield	NR	NR	NR	NR
WARREN				
Allamuchy Twp.	3	3	3	3
Alpha	NR	NR	NR	NR
Belvidere	1	1	1*	1
Blairstown Twp.	3	3	3	3
Franklin Twp.	NR	NR	NR	NR
Frelinghuysen Twp.	1	1	1	1
Greenwich Twp.	1	1	1*	1
Hackettstown	1	1	1	1
Hardwick Twp.	NO	NO	NO	NO
Harmony Twp.	NR	NR	NR	NR

COUNTY	2-1 OFFICE & ATTENDANCE	2-2 MAINTENANCE & OPERATIONS	2-3 TRANSPORTATION	2-4 CAFETERIA
WARREN (Cont.)	BULLETIN #	BULLETIN #	BULLETIN #	BULLETIN #
Hope Twp.	2	2	2*	2*
Independence Twp.	NR	NR	NR	NR
Knowlton Twp.	3*	3*	3*	3*
Liberty Twp.	NO	NO	NO	NO
Lopatcong Twp.	1	1	1	1
Mansfield Twp.	1	1	1	1
No. Warren Reg.	2	2	2	2*
Oxford Twp.	1	1	1*	1
Pahaquarry Twp.	NO	NO	NO	NO
Phillipsburg	NR	NR	NR	NR
Pohatcong Twp.	2	2	2	2
Warren Co. Voc.	NR	NR	NR	NR
Warren Hills Reg.	1	1	1	1*
Washington Borough	NR	NR	NR	NR
Washington Twp.	1	1	1	1
White Twp.	NR	NR	NR	NR

* District reporting no staff or contracted service
NR Non-responding district
NO Non-operating district